



Defense Acquisition Workforce Key Information

Contracting

As of FY16Q1 (31 December 2015)



Overview

- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at http://hci.dau.mil/inf_sum.html
- Key HCI support contacts
 - **HCI Functional Leader/FIPT Liaison Mr. Charles Sumpter**
 - **HCI Data/Analysis**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci)(703-805-2338)**



Slide Index

Slide Title	#
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q1	8
President’s FY17 Budget PB23 Projection FYDP Size Projections	9-11
DAWIA Certification by Component	12
Historical DAWIA Certification	13
DAWIA Certification Matrix + Bench Strength	14
Demographics	15-17
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	19-27
End	28



Fact Sheet



Human Capital Fact Sheet								
Defense Acquisition Workforce Contracting	FY 2008				FY2016Q1			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	25,174	4,928	30,102	156,457
Change in size from 2008	-	-	-	-	16%	26%	17%	24%
Civilian/Military Composition	85%	15%	-	88% / 12%	84%	16%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	94%	66%	89%	84%
Graduate Degree	27%	28%	27%	29%	45%	31%	43%	39%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	89%	81%	87%	85%
Level II or Higher Achieved	75%	44%	70%	61%	84%	57%	79%	74%
Level III Achieved	37%	19%	34%	36%	44%	21%	40%	43%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	81%	70%	79%	76%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	17%	23%	18%	21%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	7%	3%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	68%	13%	59%	62%	39%	2%	33%	40%
Average Age	46.8	34.7	45.0	45.7	45.3	33.8	43.4	45.3
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	21/22/58(%)	-	-	20/23/57 (%)(Civ)	30/25/45(%)	-	-	26/24/50(%)
Average Years of Service	17.9	12.3	17.1	17.3	15.0	11.7	14.5	15.2
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	3,981(16%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,864(15%)	-	-	26,095(18%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,731/2,320	-	-	17,638/10,727

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q1 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2016Q1 DMDC data.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Contracting Defense Acquisition Workforce count is 30,102, up from 25,680 in FY08, a total increase of 4,422
- The Contracting Defense Acquisition Workforce count was at its highest point (30,327) in FY11, and its lowest point (25,680) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and DCMA with increases of 1,523 (22%), 949 (18%), and 727 (33%), respectively
- The Agencies with the largest decreases, since FY08, are OSD & Staff, PFPA, and IG, with decreases of 11(-22%), 2 (-100%), and 1 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

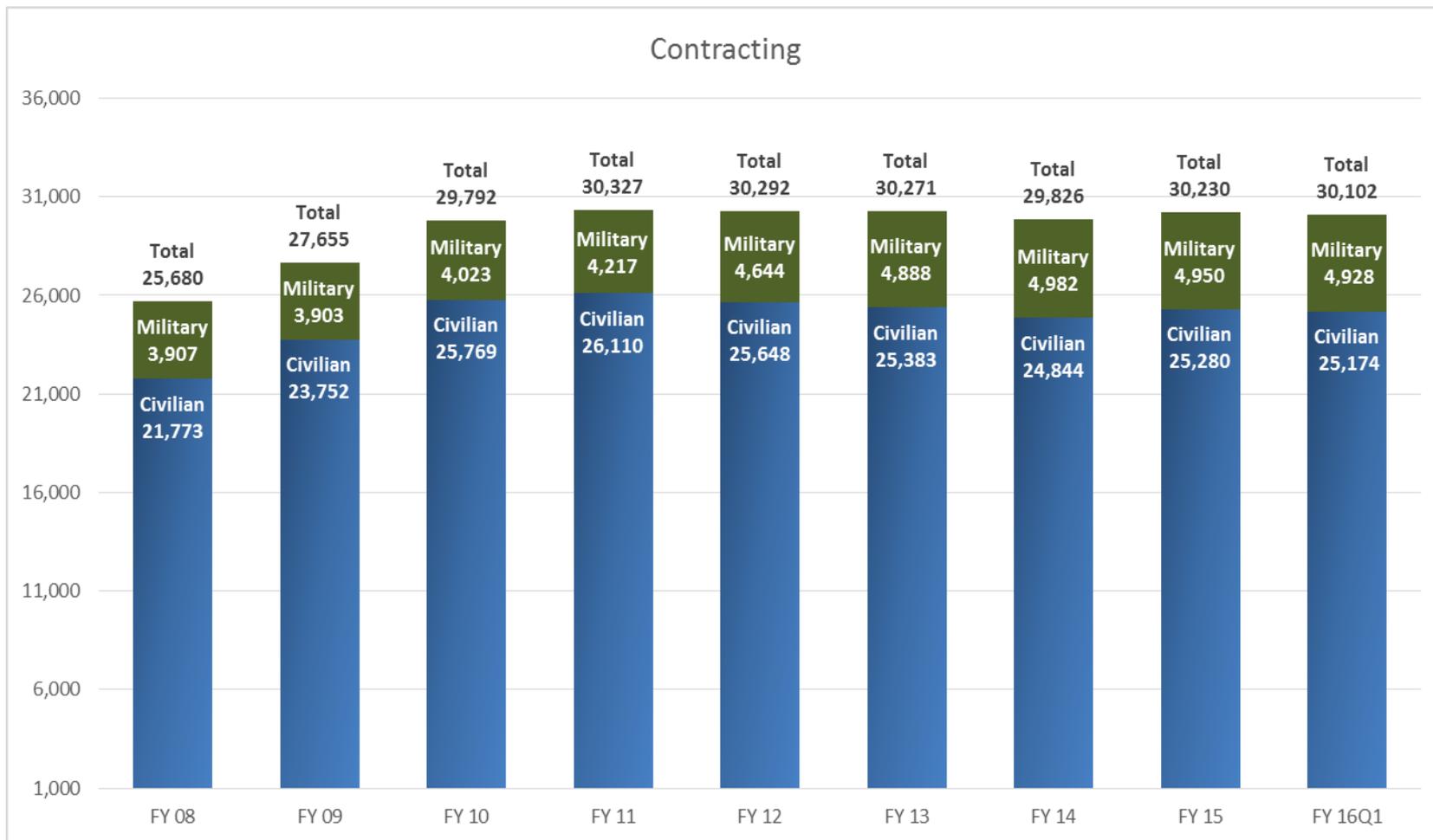
- The current Contracting Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 79.3%; up from 69.5% in FY08
- The current Contracting Meets/Exceeds certification rate is up 9.8% from FY08
- The current Contracting Defense Acquisition Workforce DAWIA 24 month grace period rate is 18.1%; down from 23.9% in FY08
- The current Contracting Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.7%; down from 6.6% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 44.7% (11,237) (10 years or less to retirement eligibility or retirement eligible)
- 15.8% (3,981) are currently eligible to retire, ↓ from 19.6% in FY08
- Mid Career Group 25.4% (6,379) (11 to 20 years to retirement), 21.8% in FY08
- Early Career Group 29.9% (7,520) (21 to 25+ years to retirement), ↑ from 20.6% in FY08

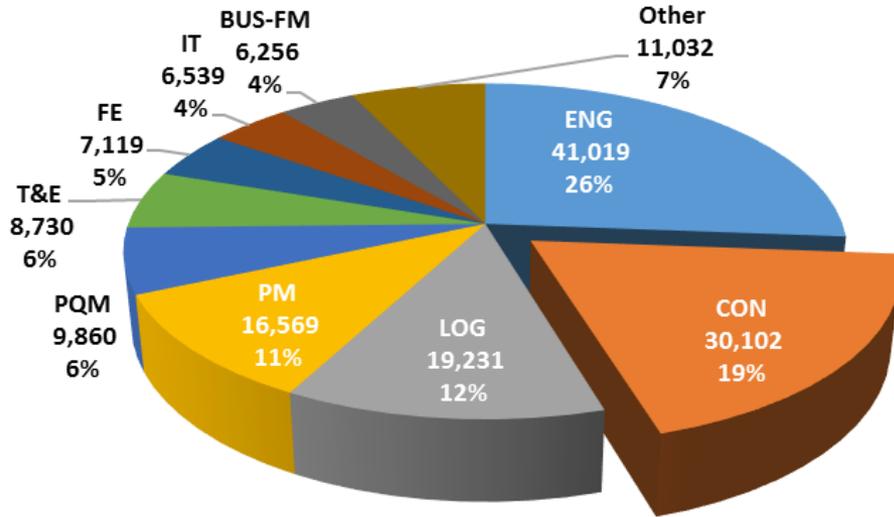


Total Historic Workforce





AWF by Component and Career Field



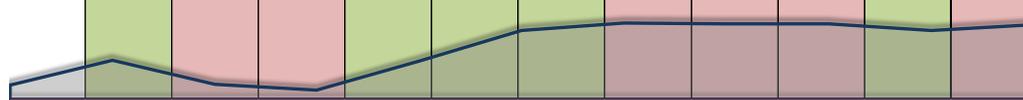
AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
FY16Q1						
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities Engineering	1,514	5,353	186	66	7,119	4.6%
Information Technology	1,690	2,863	1,158	828	6,539	4.2%
Life Cycle Logistics	7,191	6,214	3,017	2,809	19,231	12.3%
Production, Quality and Man	1,399	2,850	378	5,233	9,860	6.3%
Program Management	3,263	6,367	5,351	1,588	16,569	10.6%
Property	47	63	13	257	380	0.2%
Purchasing	286	489	74	526	1,375	0.9%
S&T Manager	423	492	2,537	131	3,583	2.3%
Test and Evaluation	1,934	3,370	3,052	374	8,730	5.6%
Unknown/Other	10	1	31	30	72	0.05%
FY16Q1 Totals (as of 12-31-2015)	36,798	58,041	35,335	26,283		
Component %	23.5%	37.1%	22.6%	16.8%		156,457



Contracting Workforce Historical Size by Agency FY05 – FY16Q1



Contracting	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
<i>Defense Acq Workforce</i>														
ARMY	8,015	10,048	9,632	7,714	8,391	8,839	9,125	8,834	8,606	8,211	8,010	8,011	4%	0%
DoN	5,068	5,017	5,076	5,245	5,516	6,001	6,041	5,771	5,716	5,725	6,114	6,194	18%	1%
AIR FORCE	7,424	7,371	6,762	6,834	7,443	7,865	7,996	8,339	8,381	8,413	8,534	8,357	22%	-2%
DCMA	2,490	2,312	1,990	2,220	2,262	2,622	2,480	2,573	2,891	2,917	2,964	2,947	33%	-1%
DLA	2,243	2,236	1,957	2,736	3,050	3,227	3,432	3,409	3,328	3,220	3,257	3,221	18%	-1%
DCAA	1	1	4	-	1	2	2	1	2	2	1	1		0%
MDA	55	71	61	117	135	191	189	206	219	200	199	213	82%	7%
DISA	199	191	254	265	268	305	328	374	360	365	367	367	38%	0%
DHA	36	38	19	45	46	71	72	69	65	89	103	101	124%	-2%
DTRA	60	58	70	72	78	88	76	80	87	77	71	73	1%	3%
DAU	83	80	-	87	107	141	135	149	131	123	118	123	41%	4%
OSD	47	47	26	50	44	49	51	42	40	39	38	39	-22%	3%
JCS	-	-	-	-	1	2	2	8	6	4	4	3		-25%
DeCA	101	84	73	87	92	107	113	113	108	108	106	106	22%	0%
WHS	37	40	19	41	34	37	72	103	111	123	121	124	202%	2%
DFAS	59	56	24	57	52	69	63	65	61	60	63	62	9%	-2%
DoDEA	62	46	45	41	42	58	61	64	60	51	56	58	41%	4%
DMEA	-	-	-	-	15	17	15	17	16	24	25	25		0%
DoD HRA	-	1	1	4	6	21	18	19	21	21	20	19	375%	-5%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	2	7	5	12	11	14	14	15	16	14	13	15	25%	15%
DMA	-	-	-	-	20	19	14	16	17	12	15	14		-7%
DSS	-	1	-	5	9	11	12	9	13	14	15	14	180%	-7%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	11	11	6	12	13	12	12	13	13	12	13	12	0%	-8%
NDU	6	5	-	3	1	2	2	2	2	2	3	3	0%	0%
IG	-	-	1	1	-	-	-	-	-	-	-	-	-100%	
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	5	4	1	2	1	1	1	1	1	-	-	-	-100%	
4th Estate Other	21	23	12	30	17	21	1	-	-	-	-	-		
TOTAL	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	29,826	30,230	30,102	17.2%	-0.4%





President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections



PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection by Career Category (Civilian + Military)								
	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
Engineering	40,829	41,655	41,446	41,126	41,046	41,078	41,053	224	0.5%
Contracting	29,638	29,954	29,734	29,673	29,619	29,630	29,628	(10)	0.0%
Life Cycle Logistics	18,350	18,531	18,287	18,030	17,968	17,941	17,902	(448)	-2.4%
Program Management	16,463	16,930	16,825	16,625	16,479	16,463	16,442	(21)	-0.1%
Production, Quality & Manufacturing	9,227	9,624	9,628	9,520	9,507	9,454	9,445	218	2.4%
Test and Evaluation	8,633	8,860	8,823	8,764	8,765	8,770	8,769	136	1.6%
Business, Cost Estimating, Financial Management	7,545	7,667	7,552	7,399	7,360	7,356	7,349	(196)	-2.6%
Facilities Engineering	7,083	6,968	6,992	6,980	6,985	6,991	6,991	(92)	-1.3%
Information Technology	6,235	6,255	6,176	6,088	6,088	6,095	6,099	(136)	-2.2%
Auditing	4,203	4,132	4,048	3,986	4,056	4,009	4,022	(181)	-4.3%
SPRDE - S&T Manager	3,285	3,295	3,297	3,296	3,296	3,296	3,296	11	0.3%
Purchasing	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%
Industrial and Contract Property Management	368	407	400	397	397	397	397	29	7.9%
Grand Total	153,417	155,971	154,871	153,534	153,211	153,122	153,032	-385	-0.3%

Data Source: OSD CAPE SNAP Database;



President's FY17 Budget PB23 Projection FYDP Size (Civ + Mil) Projections

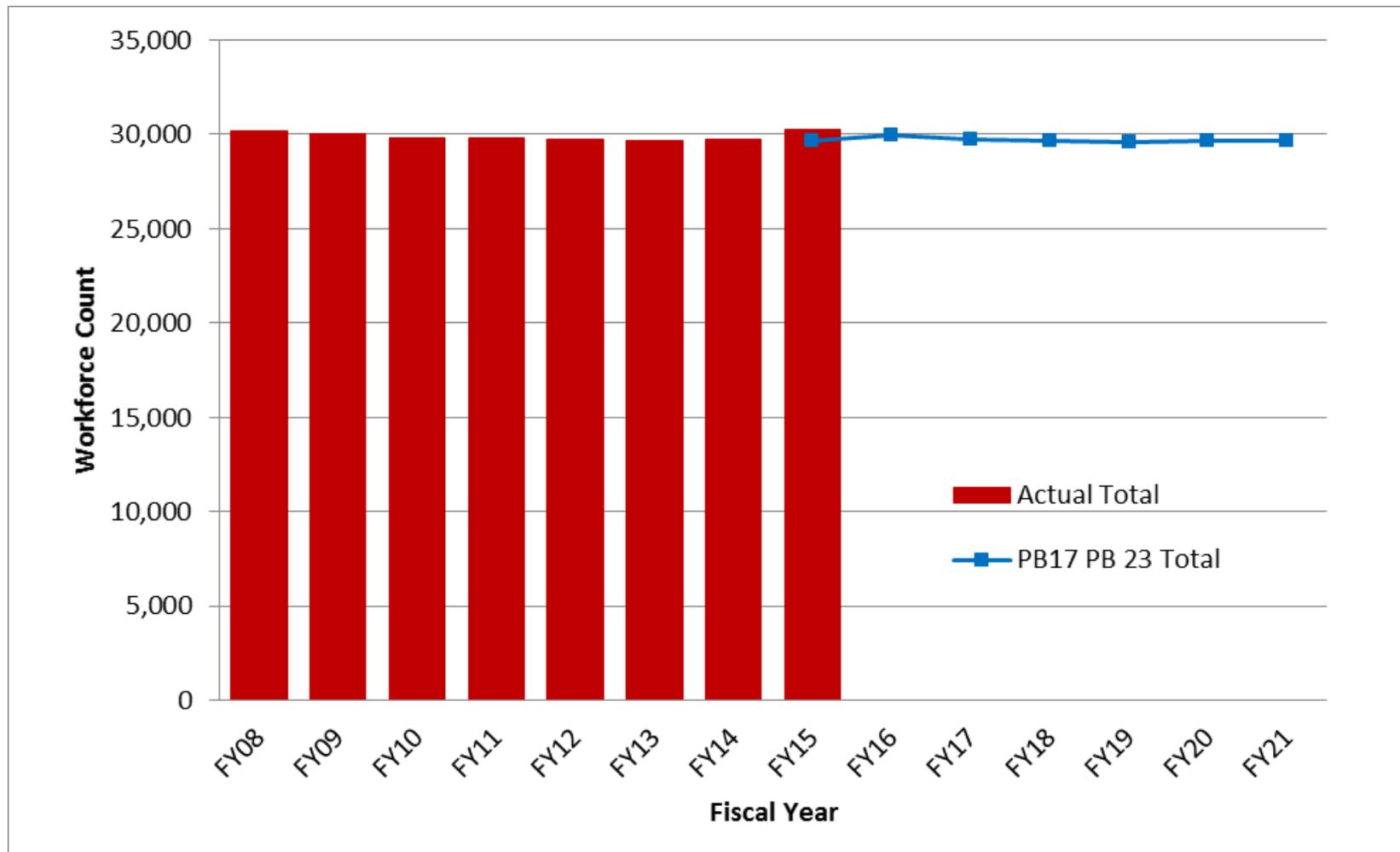


PB23 Jan 2016 Submission Contracting Career Field Workforce Component/Agency	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	6,938	6,885	6,903	6,829	6,829	6,829	6,829	(109)	-1.6%
DARPA	Civilian FTE	12	13	13	13	13	13	13	1	8.3%
DAU	Civilian FTE	111	120	120	120	120	120	120	9	8.1%
DCMA	Civilian FTE	2,635	2,849	2,949	2,977	2,979	2,989	2,989	354	13.4%
DECA	Civilian FTE	97	121	124	124	124	124	124	27	27.8%
DFAS	Civilian FTE	69	75	72	67	60	57	55	(14)	-20.3%
DHA	Civilian FTE	440	442	443	443	443	443	443	3	0.7%
DISA	Civilian FTE	386	392	398	402	406	410	410	24	6.2%
DLA	Civilian FTE	2,953	3,139	3,105	3,112	3,117	3,124	3,132	179	6.1%
DMACT	Civilian FTE	15	15	16	16	16	16	16	1	6.7%
DODEA	Civilian FTE	77	77	77	77	77	77	77	0	0.0%
DTRA	Civilian FTE	76	75	75	81	83	83	83	7	9.2%
JCS	Civilian FTE	6	4	4	4	4	4	4	(2)	-33.3%
MDA	Civilian FTE	250	231	214	206	207	209	209	(41)	-16.4%
NAVY	Civilian FTE	4,231	4,320	4,353	4,349	4,323	4,323	4,323	92	2.2%
NDU	Civilian FTE	4	4	4	4	4	4	4	0	0.0%
SOCOM	Civilian FTE	111	111	111	111	111	111	111	0	0.0%
USAF	Civilian FTE	5,923	5,928	5,882	5,868	5,843	5,834	5,827	(96)	-1.6%
USMC	Civilian FTE	345	345	345	345	345	345	345	0	0.0%
WHS	Civilian FTE	154	127	129	125	122	122	121	(33)	-21.4%
ARMY	Military ES	1,089	1,208	926	926	926	926	926	(163)	-15.0%
NAVY	Military ES	962	983	983	983	982	982	982	20	2.1%
USAF	Military ES	2,614	2,350	2,348	2,351	2,345	2,345	2,345	(269)	-10.3%
USMC	Military ES	140	140	140	140	140	140	140	0	0.0%
	Civilian FTE Total	24,833	25,273	25,337	25,273	25,226	25,237	25,235	402	1.6%
	Military ES Total	4,805	4,681	4,397	4,400	4,393	4,393	4,393	(412)	-8.6%
	Contracting Total	29,638	29,954	29,734	29,673	29,619	29,630	29,628	(10)	0.0%

Data Source: OSD CAPE SNAP Database;



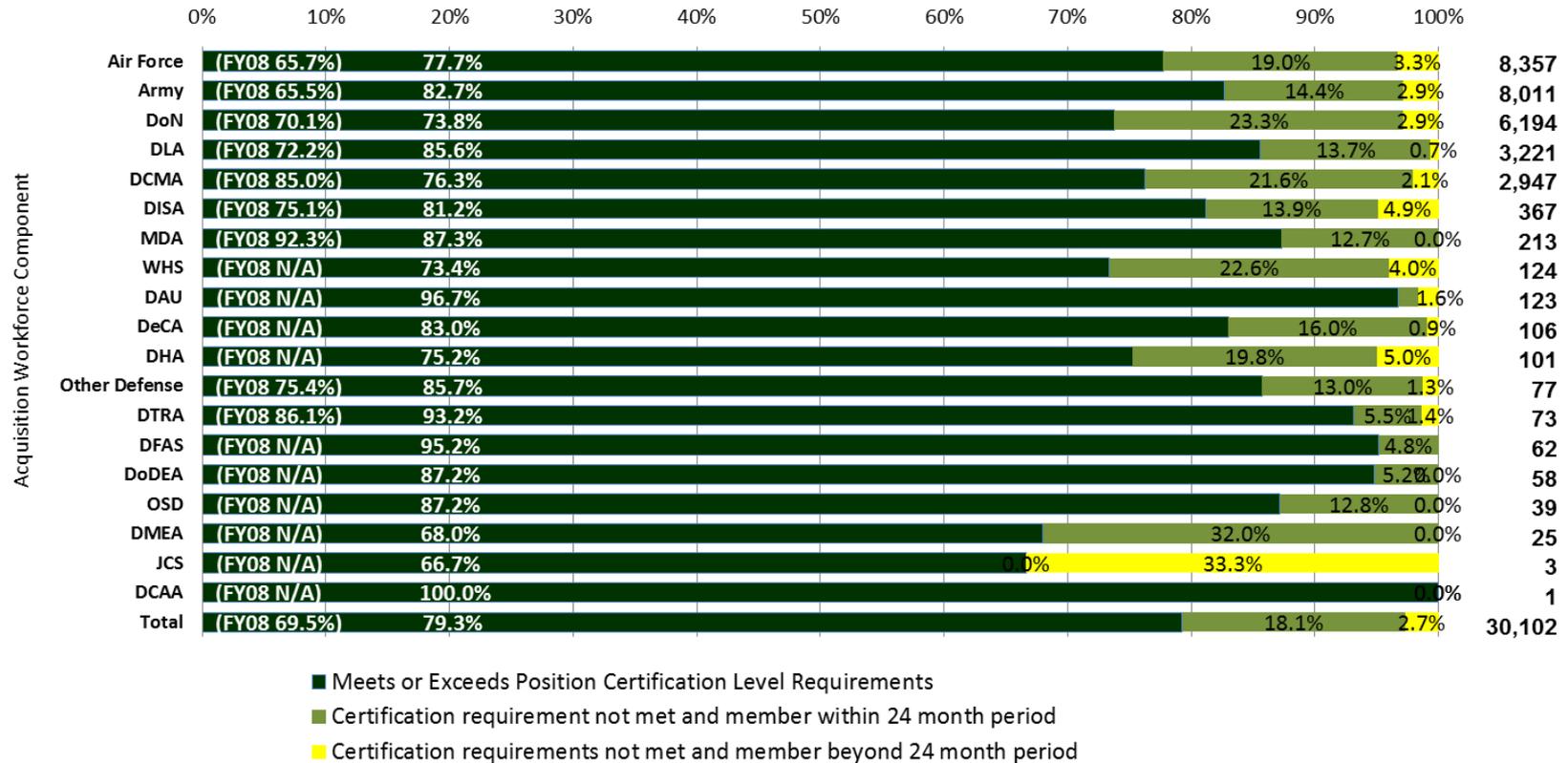
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Contracting DAWIA Certification by Component

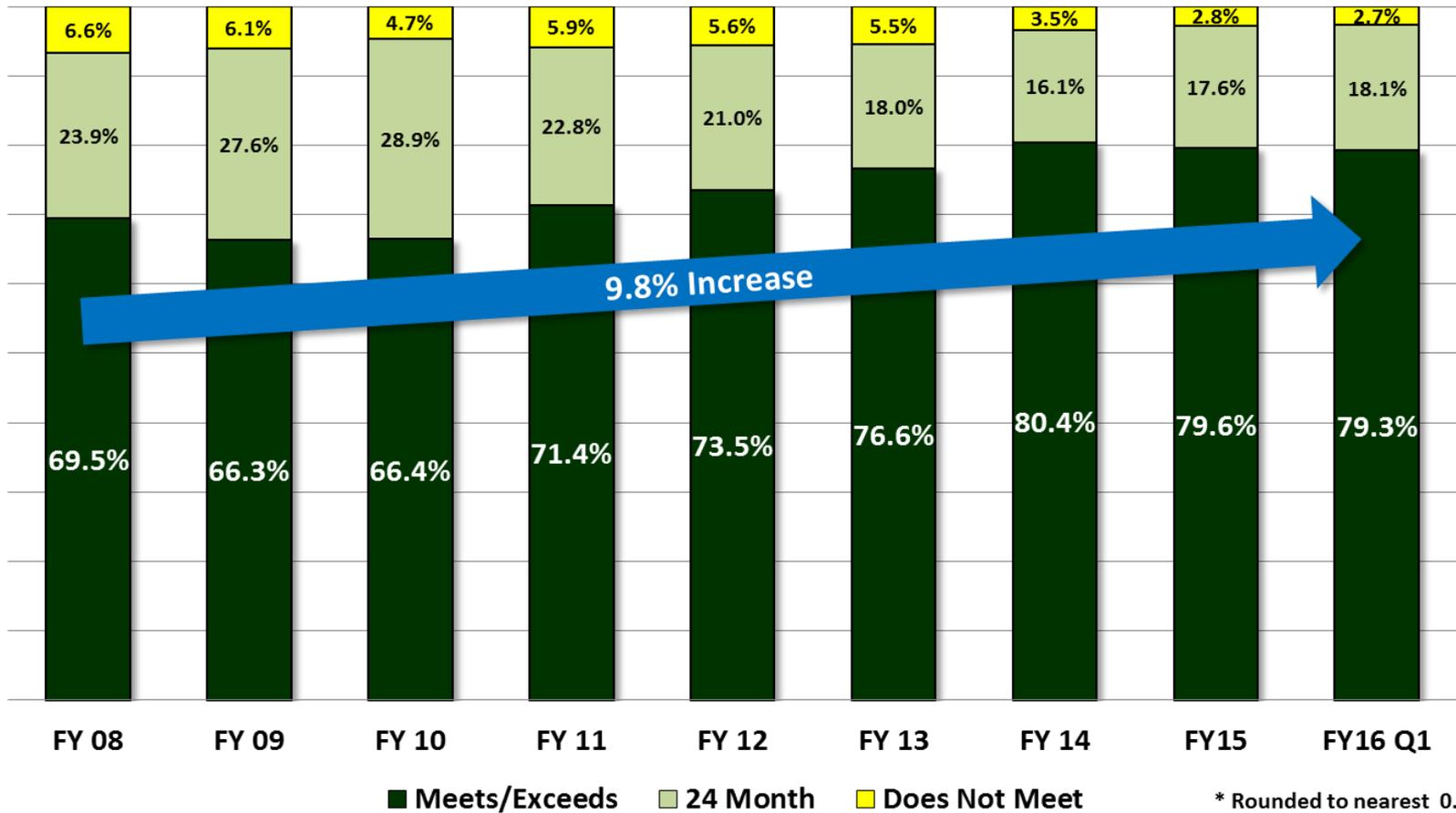
Certification Level "Meet/Exceed" Rates by Component Contracting (FY16Q1)





Contracting Historical DAWIA Certification FY08 – FY16Q1

Contracting





Contracting DAWIA Certification Matrix + Bench Strength

Contracting		Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,515	972	516	98	3,101	51.1%	
Level II	2,046	1,371	10,205	3,908	17,530	80.5%	
Level III	247	47	933	8,150	9,377	86.9%	
<i>Unspecified</i>	37	15	35	7	94		
FY16Q1 TOTAL	3,845	2,405	11,689	12,163	30,102	79.3%	
	12.8%	8.0%	38.8%	40.4%			

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,103	12.9%	
Army	5,117	13.9%	
DoN	6,852	11.8%	
Air Force	6,411	18.2%	
4th Estate	1,723	6.6%	
Contracting	4,522	15.1%	3 of 13

** Based on population total without unspecified positions

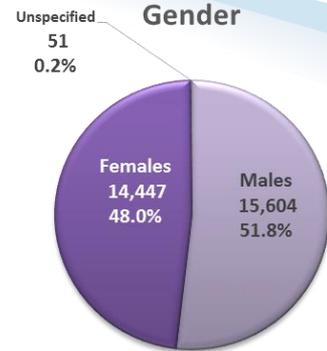
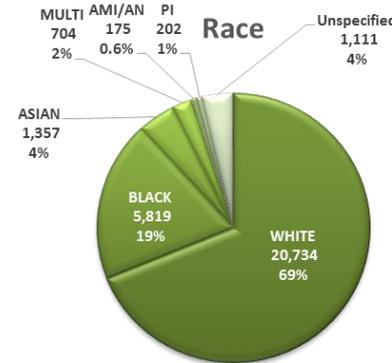
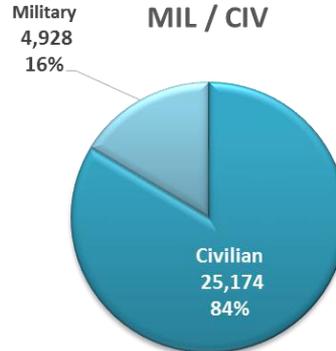
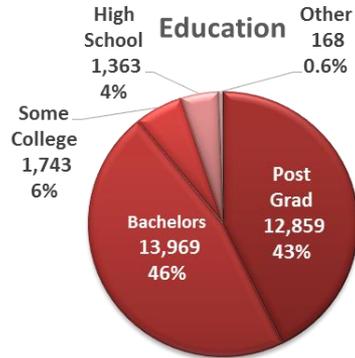
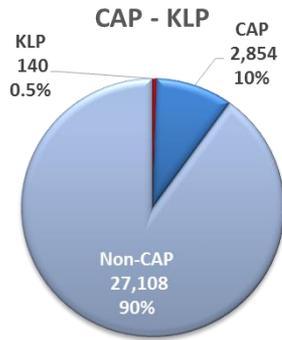
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,586	1,377	138	3,101	10.3%
Level II	14,113	2,928	489	17,530	58.2%
Level III	8,150	1,055	172	9,377	31.2%
<i>Unspecified</i>	7	80	7	94	0.3%
Contracting TOTAL	23,856	5,440	806	30,102	
	79.3%	18.1%	2.7%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	CON TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	140	0.5%	1,045	0.7%
Critical Acquisition Positions (CAPs) *	2,854	9.5%	15,648	10.0%
Non-CAP Positions	27,108	90.1%	139,764	89.3%
TOTAL	30,102		156,457	

* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	CON TOTAL		Entire DAW	
Post Grad	12,859	42.7%	61,677	39.4%
Bachelors	13,969	46.4%	69,639	44.5%
Some College	1,743	5.8%	11,962	7.6%
High School	1,363	4.5%	12,560	8.0%
Other	168	0.6%	619	0.4%
TOTAL	30,102		156,457	

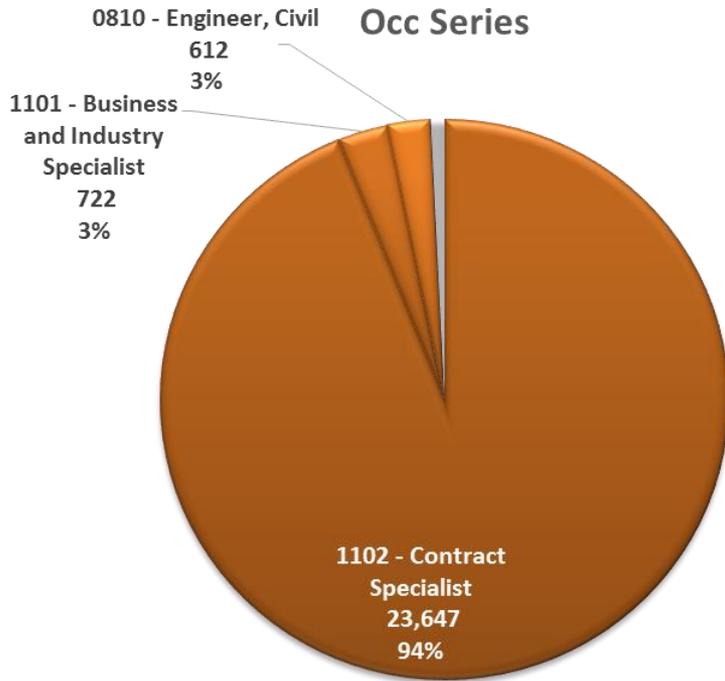
Military / Civilian	CON TOTAL		Entire DAW	
Civilian	25,174	83.6%	141,089	90.2%
Military	4,928	16.4%	15,368	9.8%
TOTAL	30,102		156,457	

Race	CON TOTAL		Entire DAW	
WHITE	20,734	68.9%	117,200	74.9%
BLACK	5,819	19.3%	18,728	12.0%
ASIAN	1,357	4.5%	10,191	6.5%
MULTI	704	2.3%	3,378	2.2%
AMI/AN	175	0.6%	858	0.5%
PI	202	0.7%	744	0.5%
Unspecified	1,111	3.7%	5,358	3.4%
TOTAL	30,102		156,457	

Gender	CON TOTAL		Entire DAW	
Males	15,604	51.8%	110,589	70.7%
Females	14,447	48.0%	45,715	29.2%
Unspecified	51	0.2%	153	0.1%
TOTAL	30,102		156,457	



Contracting Size by Occupational Series

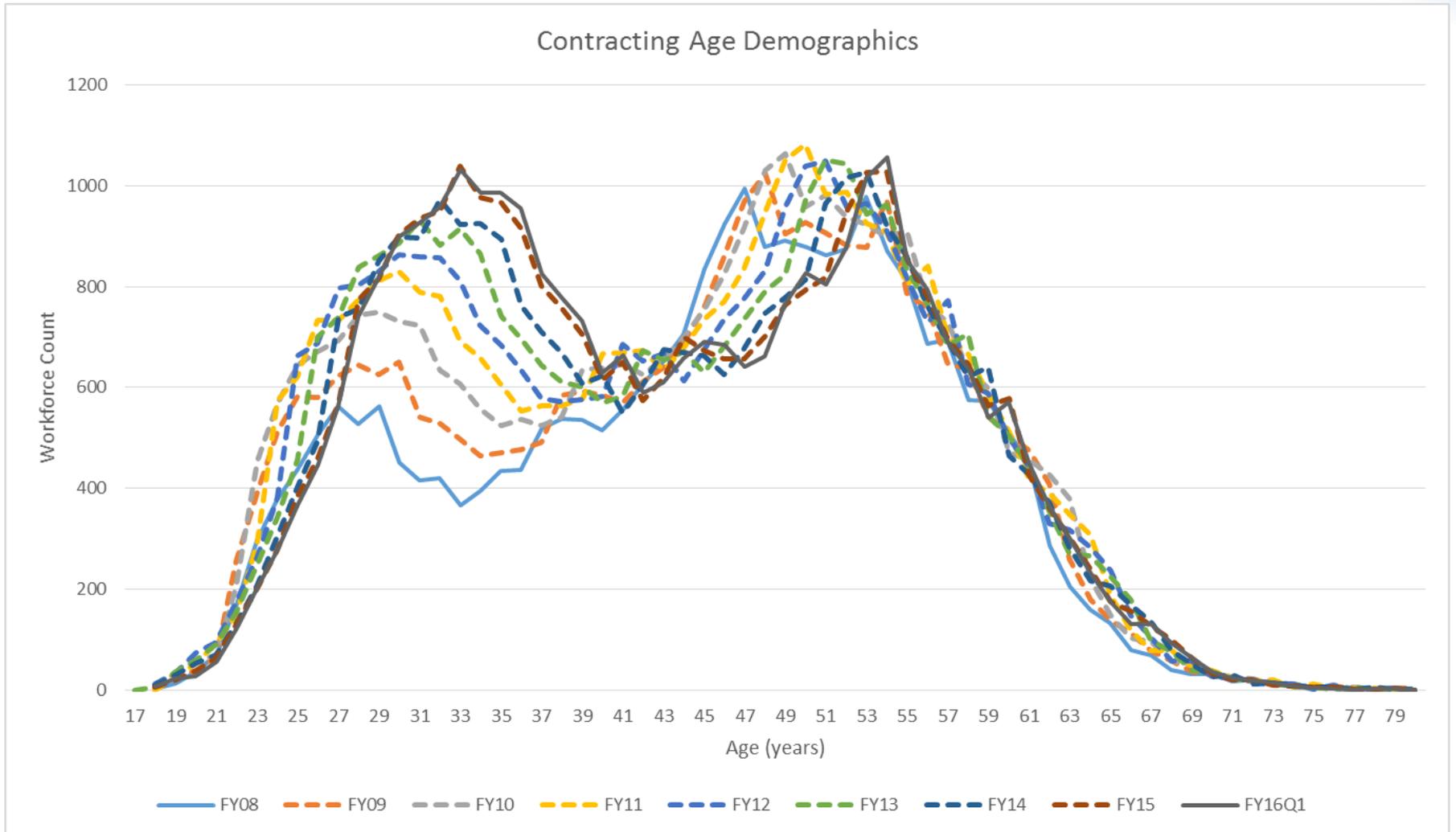


Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	23,647	93.9%
1101 - Business and Industry Specialist	722	2.9%
0810 - Engineer, Civil	612	2.4%
0830 - Engineer, Mechanical	34	0.14%
0301 - Administration & Program Staff	27	0.11%
0801 - Engineer, General	21	0.08%
0850 - Engineer, Electrical	18	0.07%
1160 - Financial Analyst	12	0.05%
0343 - Management and Program Analyst	11	0.04%
1910 - Quality Assurance Specialist	3	0.01%
Other	67	0.27%
TOTAL CIVILIAN	25,174	Civilians



Age Demographics

Contracting Age Demographics

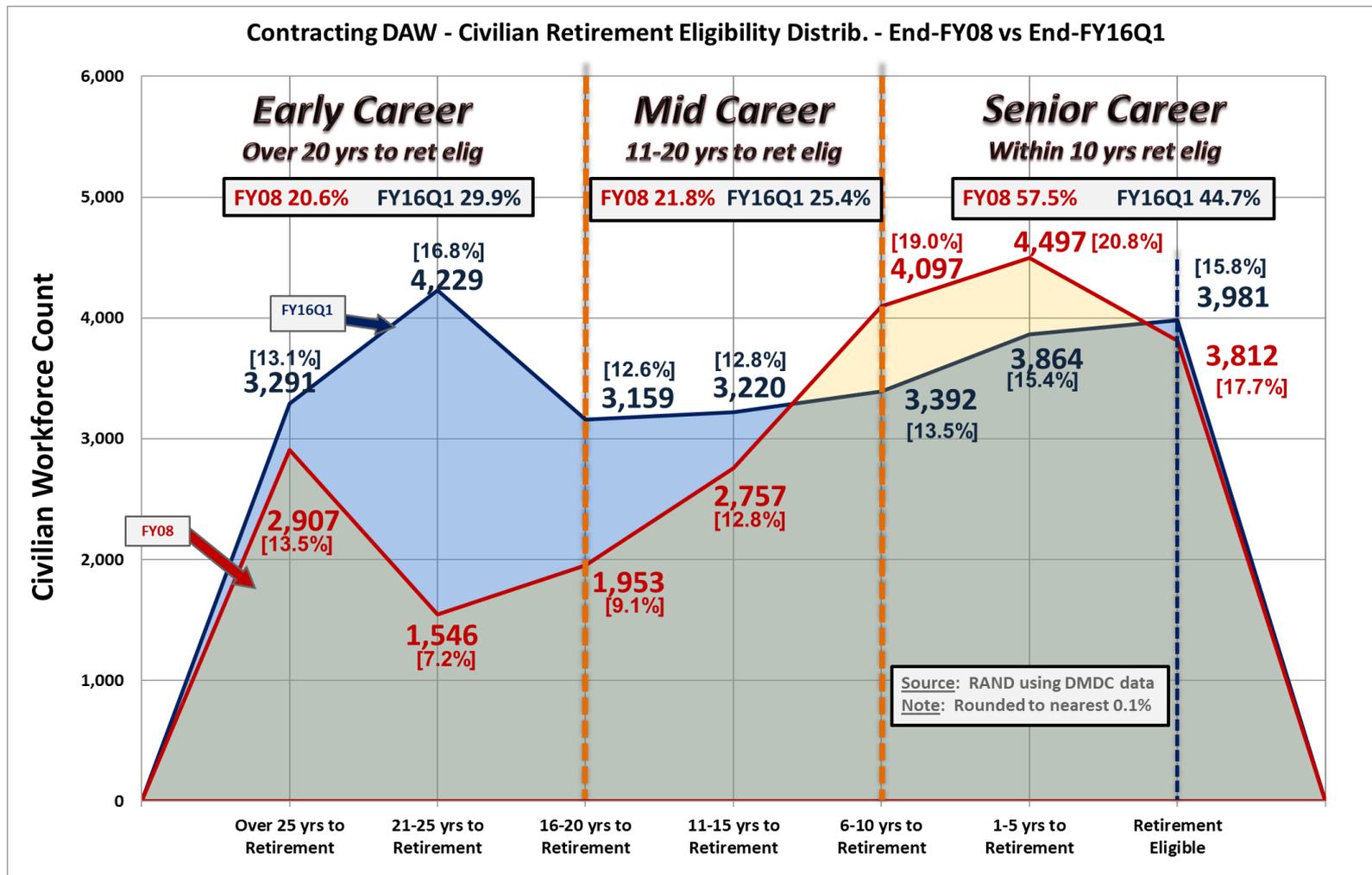




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Contracting Civilian Retirement Eligibility Distribution – FY08 / FY16Q1

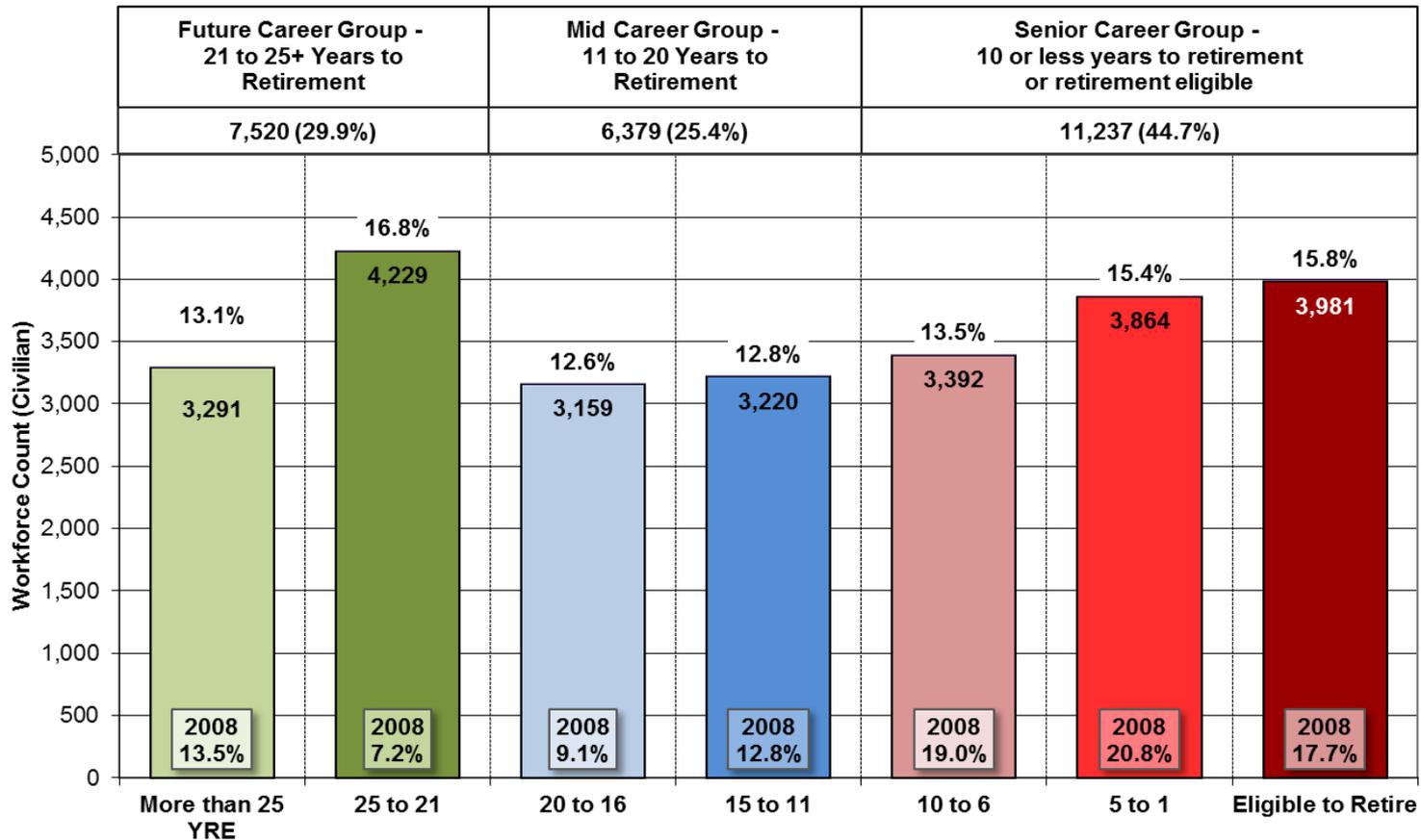


As of FY16Q1 (31 Dec 2015)



Workforce Lifecycle Model

Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Contracting



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.

As of FY16Q1 (31 Dec 2015)

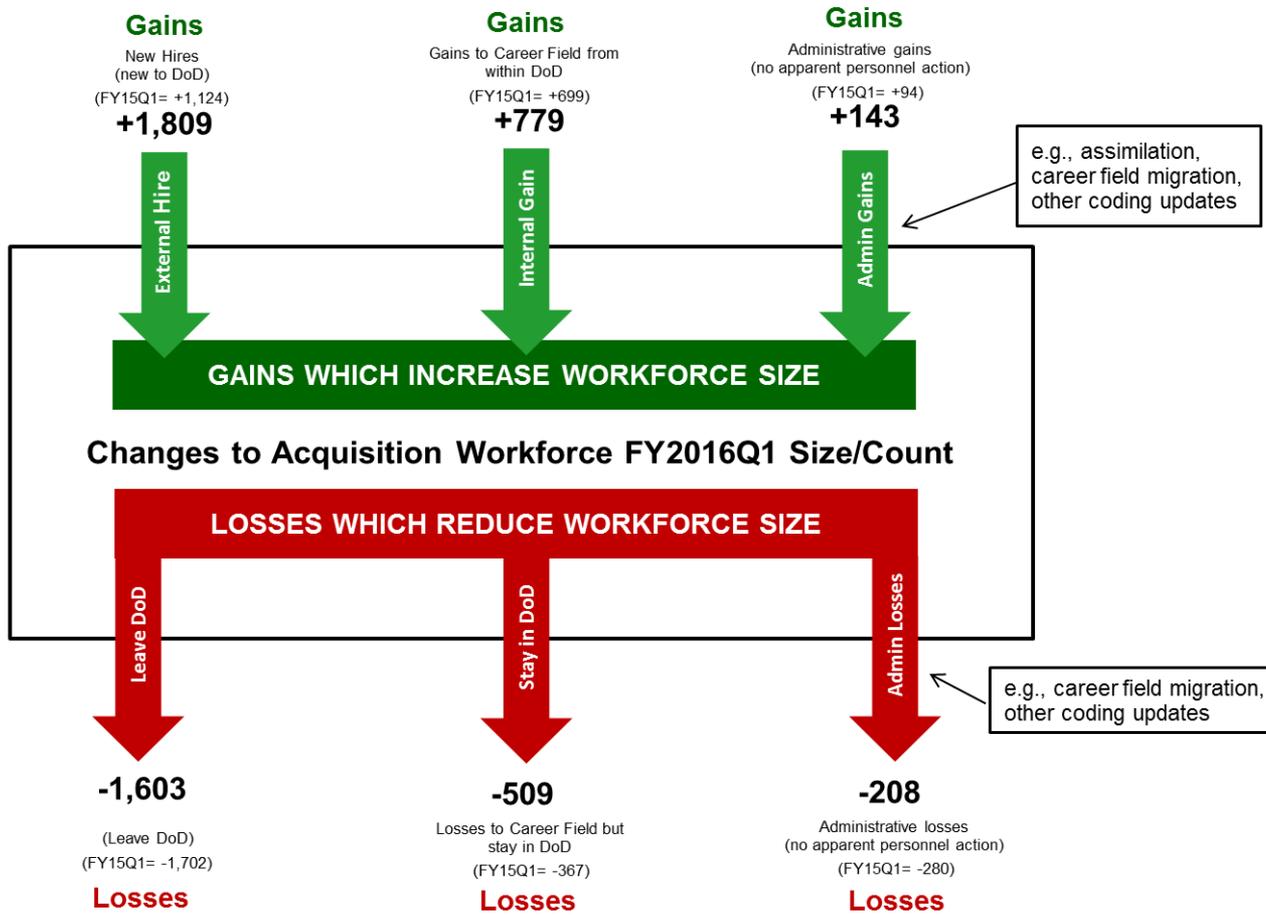


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q1) - Contracting

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories



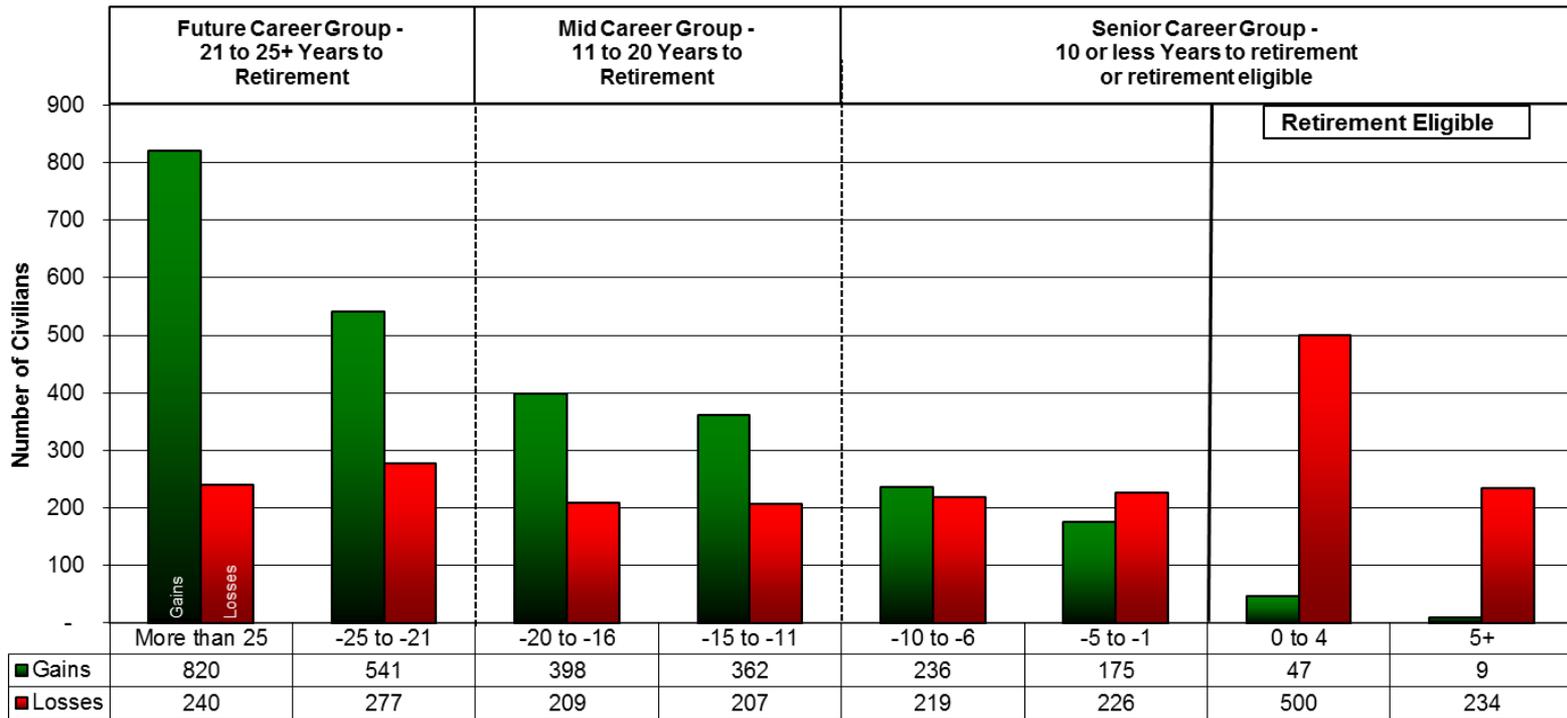
As of FY16Q1 (31 Dec 2015)



Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q1 Gains & Losses*



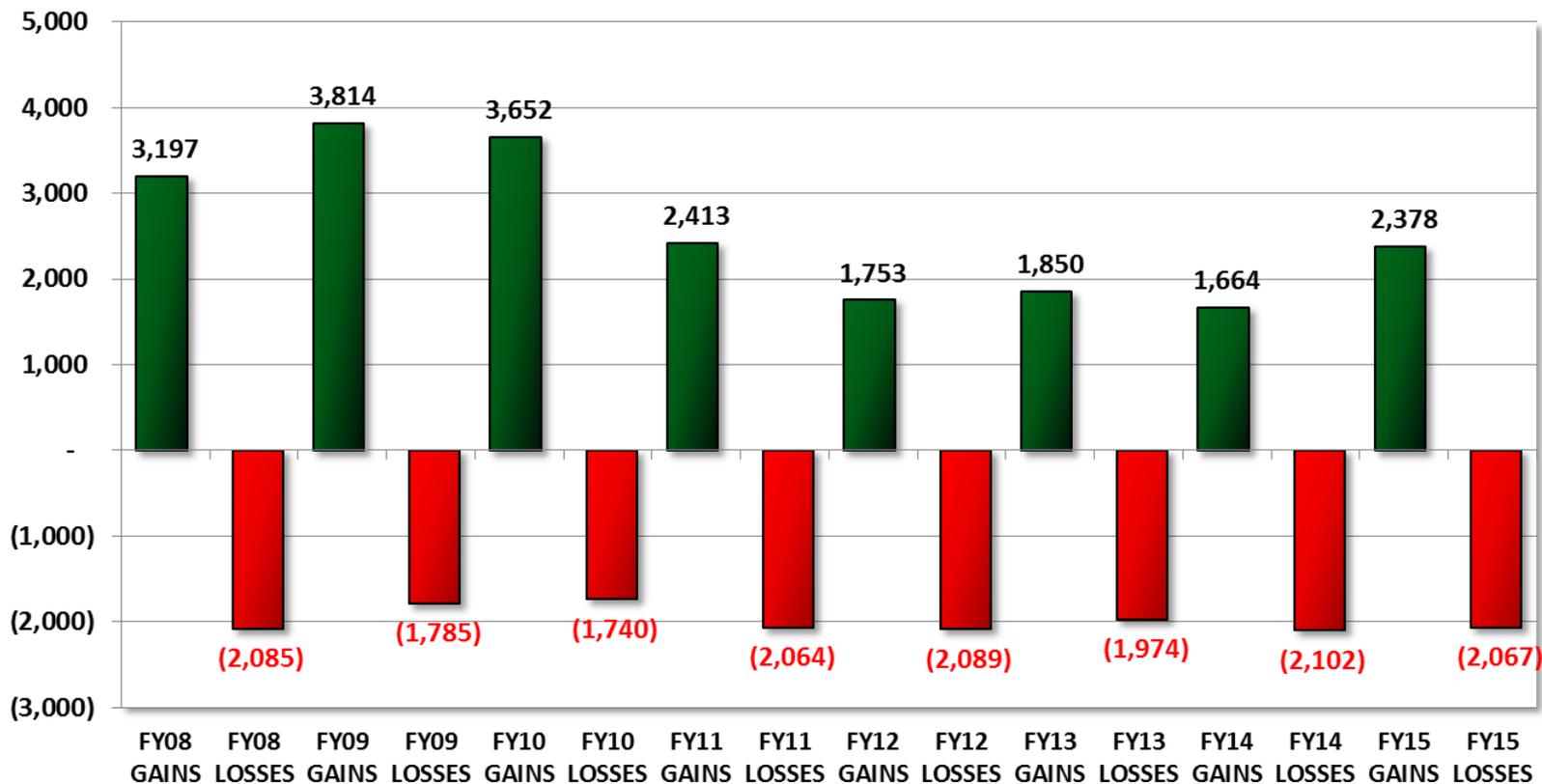
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY15



Does not include Administrative gains/losses.

As of FY16Q1 (31 Dec 2015)

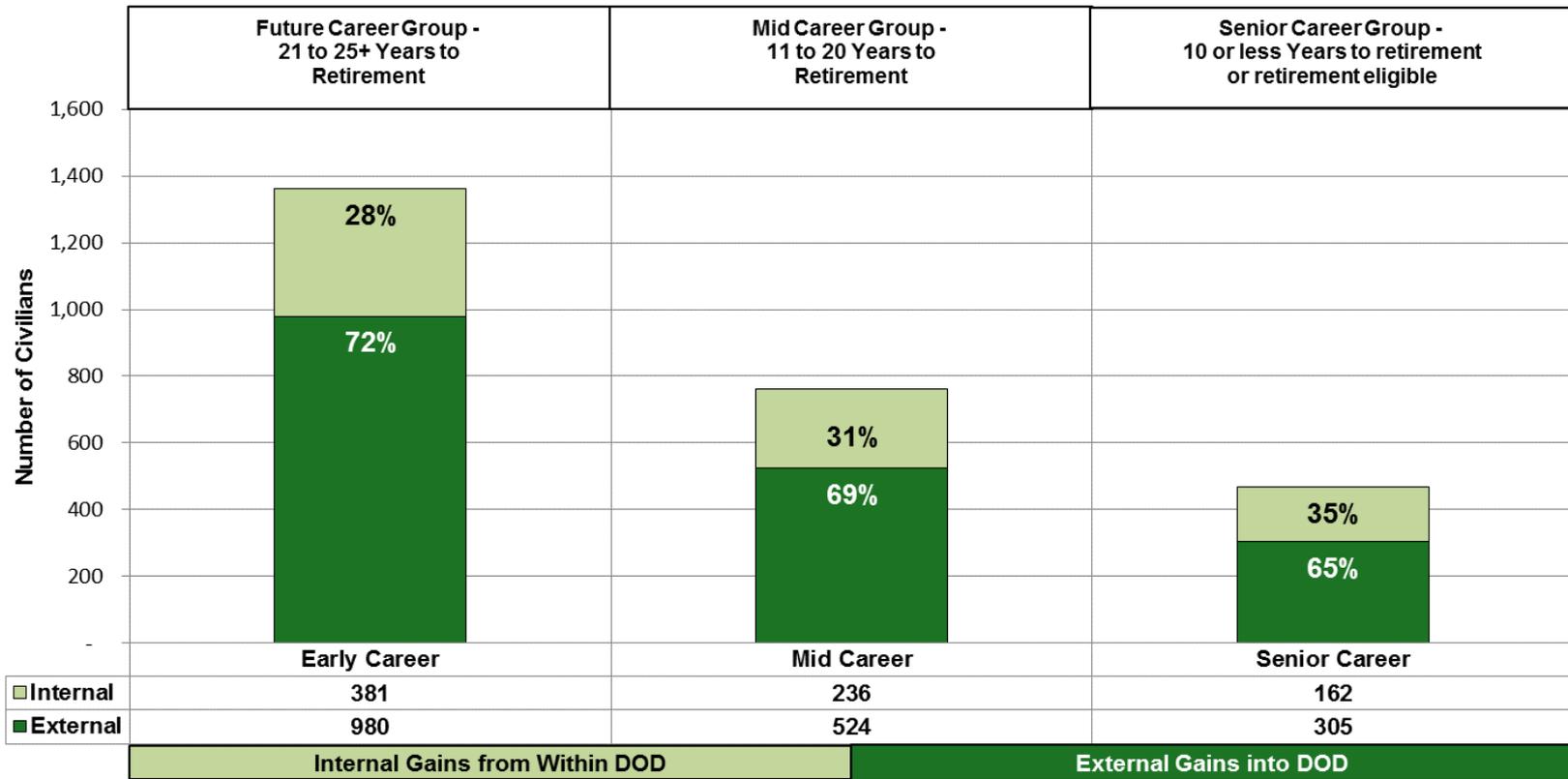


Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q1 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains

As of FY16Q1 (31 Dec 2015)

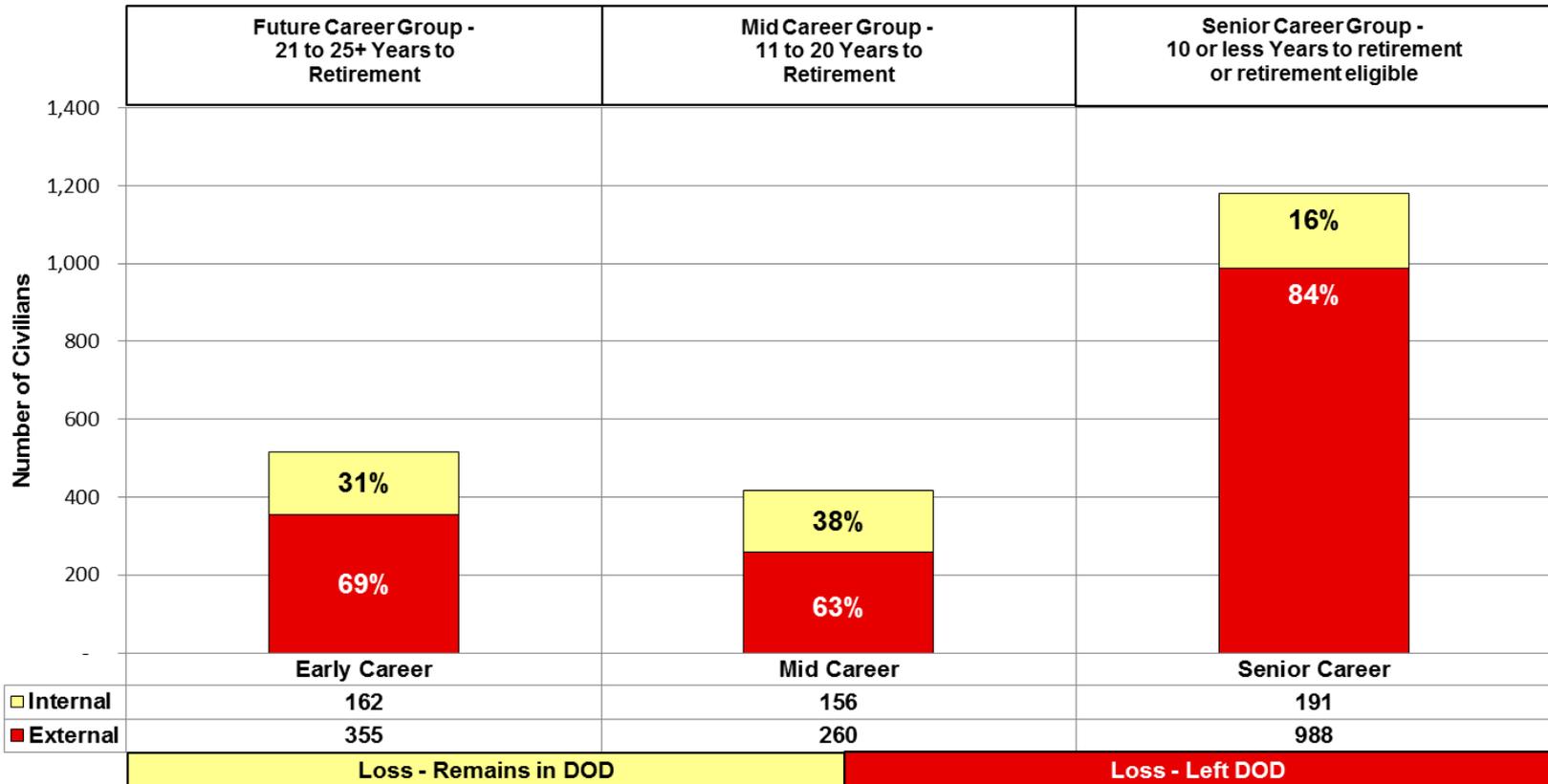


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q1 Losses*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

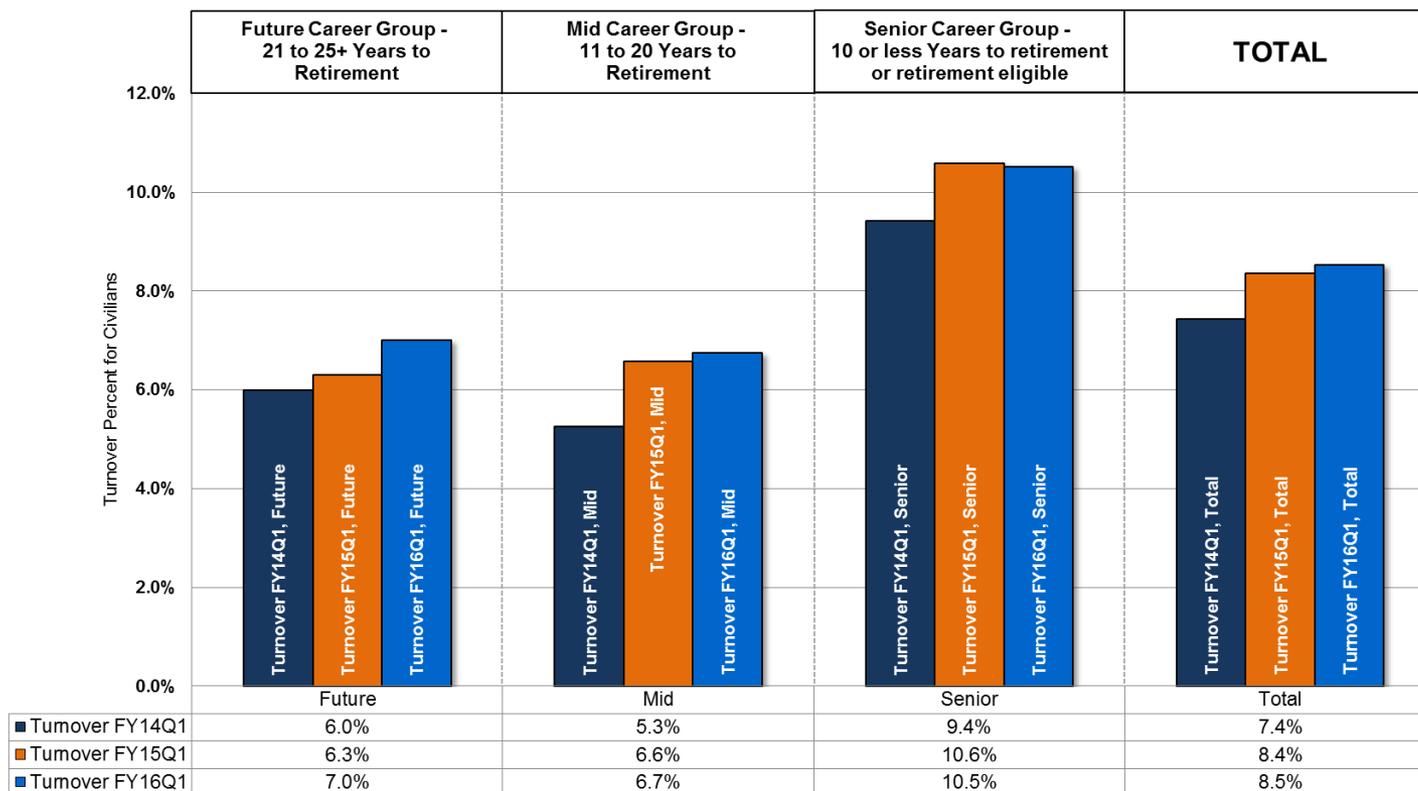
*Does not include administrative losses

As of FY16Q1 (31 Dec 2015)



Contracting Turnover Rates by Career Group

Defense Acquisition Workforce Turnover - CON (Civilian) (FY14Q1, FY15Q1, FY16Q1)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

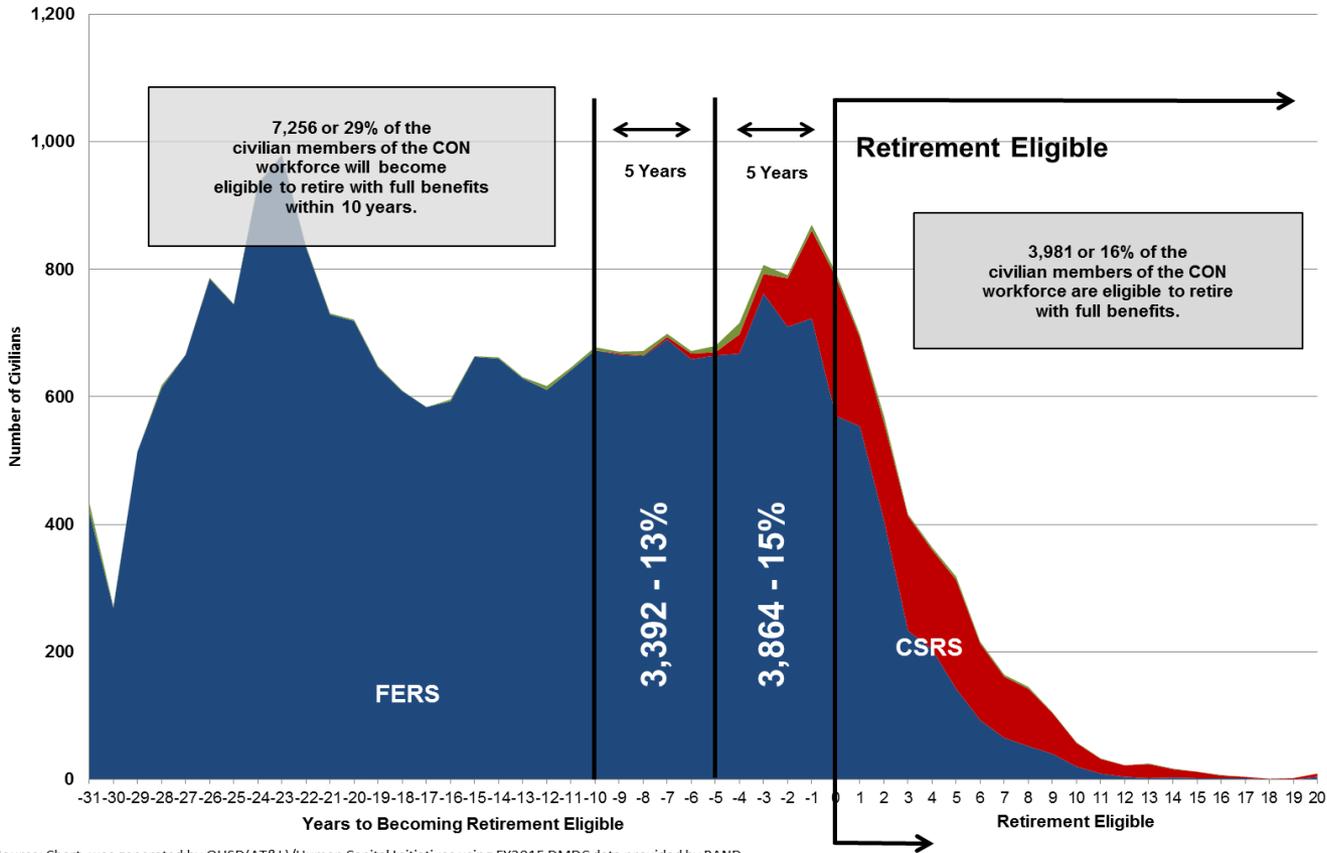


Contracting Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - CON

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q1)



As of FY16Q1 (31 Dec 2015)



END